



Academic Evaluation Committee (AEC) Minutes

November 27, 2023, 11:00 am, Location: Zoom (regular meeting)

Minutes: 11/27/2023
Circulated: 1/10/2024
Approved: 1/22/2024

Present: Ivo Dinov (Chair), Eric Beuerlein, Yi-Su Chen, Brian Cors (ITS), Chris Gardner (ITS), Min-Hui Huang, Bob Jones (ITS), Ioulia Kovelman, Haripriya Mahadevan (ITS), Ann Marshall (FSO), Silvia Pedraza (SACUA liaison), Judy Smith.

1. Chair Ivo Dinov called the meeting to order. The agenda for the meeting and the minutes from the previous meeting were approved.

2. ITS provided an update on the feasibility of including the ISR director in the 2024 AEC survey, followed by ITS and AEC discussion. ISR is part of the U-M bylaws and several requests have been made to include ISR in the AEC survey. There is some complexity in adding ISR, in-part because ISR faculty are almost entirely secondary appointments (i.e. Statistics and ISR, Psychology and ISR, etc.) with close to 500 ISR faculty affiliates. All current ISR faculty affiliates are at the Ann Arbor campus. ISR has many sub-units and the intent is for all affiliates regardless of sub-unit to evaluate the director. There was a request by ITS for someone affiliated with ISR to review the HR data to check that faculty respondents aren't accidentally excluded.

Action Item: The ITS team will report back to AEC with a target deadline of **Monday, December 4th** on whether 1) including ISR is possible for 2024 given the amount of workload required by ITS, or 2) including ISR is **not** possible for 2024 because of the complexity and IT work needed, but may be considered for 2025. In addition to the ITS ISR HR contact, Ivo Dinov suggested contacting Leigh Anne Cutcher, with the intent to include all relevant affiliates in the ISR [directory](#) if possible.

3. ITS asked whether the 2023 survey should be expanded to include clinical faculty in the Medical School as respondents, and whether the AEC survey includes the scope of faculty respondents, i.e. lecturers, research, and clinical faculty, that is intended. While the composition of the [University Senate](#) was expanded in 2023, AEC survey respondents already included some broader representation that was defined in the Regents bylaws.

4. Proposal to add a DEI survey question(s) to evaluate administrators (in addition to overall DEI climate question and open-comment area). AEC members discussed adding a DEI survey question for each administrator being evaluated. The reasoning is that DEI is a focus of the university, that it doesn't lengthen the survey very much, and that it allows for person-specific feedback. Draft language of "The <Dean (i.e. title of person being evaluated)> facilitates a fair, diverse, equitable and inclusive environment" was proposed. This question was added under the "Administrative" section of the AEC survey as the 4th question for each administrator in the "AEC 2024 Survey Questions" document. There was also a discussion about whether to adjust the two DEI questions under the "Opinions of the Faculty" section, and the decision was to keep these questions as is, with the reasoning that these questions address the climate of the university as a whole and that keeping the question would also allow for comparison of results from 2023 to 2024.

Action Item: The deadline for AEC members to finalize the AEC survey language to ITS is **December**

22. AEC members will review the proposed changes in the “AEC 2024 Survey Questions” document and make any final tweaks, either to the wording or to the order of the questions. Since there is no December AEC meeting, any final adjustments on the “AEC 2024 survey questions” will be made by email.

The next meeting is Monday, January 22, 11 am - noon

Respectfully submitted,

Ann Marshall, Faculty Governance Coordinator (FSO)